

EXHIBIT 3

EXHIBIT J

From: Shona Brown <shona@google.com> on behalf of Shona Brown
Sent: Saturday, November 19, 2005 1:11 AM
To: Martha Josephson
Cc: Campbell, Bill; Jonathan Rosenberg
Subject: Re: FW: Google CMO search

MJ-

We have a set of companies that we are particularly sensitive to (I asked Arnnon to forward to you in separate email) and that we want emg to know if any of their senior folks are being approached. It is a very short list. With these, I suggest ezi make sure we are aware before contact is made and also that the language is clearer that you are looking for leads and not the individual's own interest. thx.

slb

On 11/18/05, **Martha Josephson** <Martha.Josephson@ezi.net> wrote:

He has been helpful with referrals in the past and we ask people like him all the time for ideas. We know full well that we can't touch Intuit people as targets. (We also know we can't call this "CMO" after the first discussion, but the initials help orient outsiders to the type of seniority we need.) Please forgive? mj

Martha Josephson
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-----Original Message-----

From: Shona Brown [mailto:shona@google.com]
Sent: Friday, November 18, 2005 3:01 PM
To: Campbell, Bill; Martha Josephson
Cc: Jonathan Rosenberg
Subject: Re: FW: Google CMO search

Martha-

This is pretty bad. Can you educate your colleagues please.

slb

On 11/18/05, **Campbell, Bill** <Bill_Campbell@intuit.com> wrote:
Jonathan

Are you guys nuts?

Bill

-----Original Message-----

From: [REDACTED]
Sent: Friday, November 18, 2005 1:09 PM
To: Campbell, Bill
Subject: Fw: Google CMO search

thought you'd enjoy this!

Happy Thanksgiving and maybe I'll see you at the Stanford game.

[REDACTED]

-----Original Message-----

From: Kim Van Der Zon <kvdz@ezi.net>

To: [REDACTED] <[REDACTED]>

Sent: Fri Nov 18 12:41:25 2005

Subject: Google CMO search

[REDACTED]

I am a Partner at Egon Zehnder International, and one of my colleagues suggested that I contact you in regards to a search we are conducting on behalf of our client Google for the newly created role of CMO. I have attached the spec for your perusal and look forward to any thoughts you may have.

Many thanks in advance for your time and consideration.

best,
Kim

<<Spec Google Head of Mktng.ZIP>>

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